

Post Title: Principal Engineer

Post Hours: 37 hours per week

Grade: PO6/9 + £5,000 Market Supplement

Responsible to: Engineering Manager

Responsible for: Trainee Engineer(s), Apprentices and Junior Technical Staff

Main contact associated with principal duties:

- Daily contact within the Service Area.
 - Frequent contact with other Service Areas and the Directorate.
 - Frequent contact with members of the public and elected members.
 - Frequent contact with contractors, statutory undertakers and emergency services.
 - Frequent contact with County Council officers.
 - Frequent contact with officers from other district councils.
 - Frequent contact with external clients and consultants.
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Job Purpose:

To lead the design, management and supervision of major and minor civil engineering projects, providing authoritative technical expertise to support the Council's strategic objectives.

The postholder will deputise for the Engineering Manager as required, provide leadership and mentoring to junior engineers and apprentices, and ensure the Council's engineering service delivers cost-effective, safe and innovative solutions.

The role carries significant responsibility for the planning, design and delivery of complex infrastructure schemes, the management of budgets, and representation of the Council in external forums and negotiations.

Control of Resources:

The postholder manages substantial revenue and capital budgets on behalf of the Service Manager and is responsible for achieving agreed outputs and outcomes.

Main duties and responsibilities:

1. Deputising and Leadership

Act as deputy to the Engineering Manager, providing leadership, service-wide coordination, and decision-making in their absence. Contribute to strategic planning and the development of engineering policies, procedures and standards.

2. Team Development and Mentorship

Take the lead in supervising, mentoring and developing junior engineers, trainees and apprentices. Ensure staff gain professional experience across a broad range of engineering functions and support progression towards professional accreditation.

3. Major Project Delivery

Design, manage and implement a diverse and complex range of engineering projects, often high-value, politically sensitive or requiring multi-agency collaboration. Ensure delivery to time, cost and quality standards.

4. Technical Design

Prepare detailed drawings for highways, traffic management, drainage and other engineering schemes. Ensure designs comply with statutory requirements, best practice guidance, and Council policies.

5. Contract and Procurement Management

Prepare contract documents, tender packages and supervise the delivery of highway and civil engineering schemes. Manage contractor performance, ensuring compliance with technical standards, financial regulations and health and safety requirements.

6. Programme and Financial Control

Lead on the monitoring and delivery of revenue and capital programmes. Control budgets, approve contractor valuations, agree final accounts, and identify efficiency savings or additional income opportunities.

7. Health and Safety Leadership

Take responsibility for the implementation and monitoring of health and safety within allocated projects. Ensure contractors and staff comply with all aspects of the Council's Health and Safety Policy and Codes of Safe Working Practice.

8. Corporate and External Liaison

Coordinate engineering input to Council-wide capital schemes, Environment Agency programmes, and joint projects with other local authorities. Represent the Council in negotiations with developers, statutory undertakers, emergency services and other partners.

9. Strategic Advice

Provide professional civil engineering advice to Members, senior officers and partner organisations. Prepare and present clear reports and recommendations to committees and boards.

10. Innovation and Service Improvement

Promote modern, sustainable engineering practices and innovative solutions to deliver cost-effective outcomes for the Council and community. Contribute to service reviews and continuous improvement initiatives.

11. Other Duties

Carry out such other duties as may be assigned from time to time which are commensurate with the seniority and grading of the post.

Selection Criteria	Essential or Desirable	Assessment Method
Qualifications		
1. Chartered Engineer (CEng) or equivalent professional status or evidence of working towards	Essential	Application Interview Certification
2. Full membership of an appropriate professional body (e.g. ICE, CIHT)	Essential	Application Interview Certification
3. A current full driving license and vehicle insured for business use.	Essential	Application Certification
Knowledge, skills, abilities and experience		
4. Substantial post-qualification experience delivering major civil engineering projects	Essential	Application Interview
5. Experience of deputising or leading a professional team/service	Essential	Application Interview
6. A thorough knowledge of legislation and policies relating to the Service Area	Essential	Application Interview
7. Strong technical knowledge of highways, drainage, traffic management and associated legislation	Essential	Application Interview
8. Proven track record of budget and contract management at a significant scale	Essential	Application Interview Test
9. Proven ability to create and maintain effective working relationships with staff at all levels, councillors and external partners.	Essential	Application Interview Test
10. Excellent written communication skills with the ability to draft well-structured reports and presentations.	Essential	Application Interview Presentation
11. Good organisational skills, including the ability to plan and co-ordinate work	Essential	Application Interview Test
12. Experience of mentoring and developing apprentices or junior staff	Essential	Application Interview
13. Knowledge of sustainable design and innovative construction methods and cross-authority or multi-agency project delivery	Desirable	Application Interview
Special Requirements		
14. Commitment to working towards the Council's Equality objectives.	Essential	Application Interview
15. Willingness to undertake occasional out-of-hours working.	Essential	Application Interview

**As the post is deemed safety critical, it is subject to pre-employment and probationary drug and alcohol testing.
It will then be part of the ongoing random testing regime for safety critical posts.**